

MILITARY DEPARTMENT
OFFICE OF THE ADJUTANT GENERAL
9800 Goethe Road - P.O. Box 269101
Sacramento, California 95826-9101



CAJS-J1-SP

18 September 2009

MEMORANDUM FOR All State Civil Service Employees and State Active Duty Service Members

SUBJECT: State Personnel Policy Memorandum 2009-13
Dental, FlexElect and Consolidated Benefits (CoBen) Open Enrollment

1. Open enrollment provides the opportunity for employee and service members to enroll, cancel, or change plans and add/delete eligible dependents. No action is necessary for currently enrolled employees who don't want to change their dental coverage or cash option.
2. The annual open enrollment period for Dental, FlexElect and Consolidated Benefits (CoBen) begins 14 September and ends 9 October 2009. All open enrollment documents must be signed and submitted to the State Personnel Office by 10 October 2009. All actions taken become effective 1 January 2010.
3. Employees who want to continue enrollment next year in a FlexElect Reimbursement Account must re-enroll during open enrollment.
4. Permanent Intermittent (PI) employees must re-enroll in the FlexElect/CoBen Cash Option during open enrollment if they want to remain in the program next year.
5. The attached enclosures outline your dental plan options, benefit cost comparisons and the 2010 premium rates.
6. State Civil Service employees may direct your questions to Barbara Appel at (916) 854-3717 and State Active Duty members may direct your questions to SGM Shannon Baptiste at (916) 854-3805 or SSG Bonnie Howland at (916) 854-3531.

FOR THE DIRECTOR, JOINT STAFF:

Jeffrey W. Magram (18 Sep 09)

JEFFREY W. MAGRAM
Lieutenant Colonel, CA ANG
Director, State Personnel Programs

Enclosures
As Stated

DISTRIBUTION:
A, F and M

CalPERS 2010 Health Premiums (Enclosure 1)

Effective date: 1 January 2010

PLAN	Basic Monthly Rate (B)		
	EMPLOYEE ONLY	EMPLOYEE & 1 DEP	EMPLOYEE & 2+ DEP
Blue Shield	\$517.09	\$1,034.18	\$1,344.43
Kaiser (CA)	\$494.99	\$989.98	\$1,286.97
PERS Choice	\$487.25	\$974.50	\$1,266.85
PERS Care	\$831.50	\$1,663.00	\$2,161.90
Blue Shield Net Value	\$447.82	\$895.64	\$1,164.33
PERS Select	\$454.87	\$909.74	\$1,182.66

2010 Employer Health Benefit Contributions (Enclosure 2)

Effective 1 January 2010 the monthly employer contributions for health benefits for represented and excluded employees (CoBen) are as follows:

Excluded Employees (CoBen)

Employee	\$468
Employee plus 1	\$902
Employee plus 2 or more	\$1,172

Rank and File Units 1,4,10,11,14,15, Non-CoBen

Employee	\$393
Employee plus 1	\$787
Employee plus 2 or more	\$1,024

Rank and File Units listed above (Employees first hired on or after 1 Jan 2007-Subject to Dependent Vesting)*

	<u>Employer</u>	<u>Dependent Contributions</u>
	50%	75%
Employee plus 1	\$590	\$689
Employee plus 2 or more	\$708	\$866

Rank and File Units 12,13, Non-CoBen

Employee	\$371
Employee plus 1	\$740
Employee plus 2 or more	\$959

Rank and File Units listed above (Employees first hired on or after 1 Jan 2007-Subject to Dependent Vesting)*

	<u>Employer</u>	<u>Dependent Contributions</u>
	50%	75%
Employee plus 1	\$555	\$648
Employee plus 2 or more	\$665	\$812

Rank and File Unit 7, CoBen

Employee	\$416
Employee plus 1	\$813
Employee plus 2 or more	\$1,061

Rank and File Unit 7 (Employees first hired on or after 1 July 2006-Subject to Dependent Vesting)*

	<u>Employer Dependent Contributions</u>	
	50%	75%
Employee plus 1	\$628	\$721
Employee plus 2 or more	\$767	\$914

Rank and File Unit 9, Non-CoBen

Employee	\$418
Employee plus 1	\$812
Employee plus 2 or more	\$1,048

***Dependent Vesting Criteria**

New employees who have never had State health benefit eligibility may be subject to dependent health vesting. Employees in bargaining units that have contracted for dependent vesting are provided with 50% of the employer dependent contribution the first 12 months, and 75% of the employer dependent contribution for months 13 through 24. After 24 months, these employees will receive the full employer dependent contribution applicable to their bargaining unit.